



- FACULTY & STAFF ASSOCIATION
- FRASER VALLEY COLLEGE
- 33844 KING ROAD, R.R. #2,
- ABBOTSFORD, B.C. V2S 4N2

(604) 854-4530
FAX: 853-9540

RECEIVED
SEP 20 1993

UNIVERSITY COLLEGE OF THE
FRASER VALLEY (LIBRARY)

LETTER

NEWS



April 1991
Vol. 16, No. 4

April 1991

IN THIS ISSUE . . .

Editorial	Page 1
AGM New Format	Page 2
Letters to the Editor	Page 3
Acronyms	Page 3
Word of the Month	Page 6
President's Report	Page 7
Letter to MLAs	Page 8
Labour News	Page 9
Status of Women Report	Page 10
Report from: Contract Chair	Page 10
Grievance Chair (Faculty)	Page 12
Agreements Chair	Page 13
OH&S Interest	Page 14
P.D. Year-End Report	Page 15
Shakespeare Festival	Page 17
Book Review	Page 20
Profiles: Endings & Beginnings	Page 21
A Sports Story	Page 23
C-IEA Watch	Page 35
Nomination Form	Page 37
Profiles for the Nineties: Part II	Page 38

FSA NEWSLETTER

April 1991

From the Editor . . .

Well, we've come to the last issue of the *Newsletter* for this academic year. I think it fitting that we look at some items that will continue to be important in the coming year.

Within FVC two of the biggest are Bill 82 and the Access Committee's university-college proposal. Bill 82 is obviously a major impediment to our negotiations next year. As Bob Smith points out in his letter to local MLAs, Bill 82 is an unnecessary intrusion into public-sector free bargaining. We must remain cognizant of this, for if we don't it will be at our peril. And we must be prepared to take action, collectively, to show how we here at FVC and in solidarity with our colleagues in the post-secondary system oppose a return to the draconian retrenchment measures of the '80s. The Mission School Board's defiance (doubtless the first of many) of Ed Lien's orders to comply with Bill 82 should be closely watched not only by the FSA but also by our Board.

I know that some think Bill 82 is now irrelevant given that the Socreds have foundered on the rock of Fantasy Gardens and the NDP will probably form the next government (and rescind Bill 82 the first time Harcourt and friends sit on the government side of the Legislature), but I think it still is incumbent upon us to voice our opposition to Bill 82 whether the NDP form the next government or not. As we all know, once something is done, it is often nigh impossible to undo it. (Consider the GST, for example.) We must continue, therefore, to make our case—to both major political parties—that Bill 82 is unacceptable and that our base funding must increase.

One can only speculate at the Byzantine operations going on in Victoria over the FVC university-college proposal. I certainly hope that Ed Lavalle is wrong when he suggests that post-secondary access to the Fraser Valley may be "shaped by the immediate political needs of this government" (*Abbotsford Times*, April 3, 4). Notwithstanding Jansen's announcements in Chilliwack on April 10th, taking his promises to a newly shuffled cabinet guarantees nothing. Things look promising, but we must do what we can to make Jansen honour his commitment.

Undoubtedly, we will all be watching the Socred convention in July (anyone interested in a convention pool?) and the march to the long-awaited provincial election in the fall (my guess is the third week in October). The summer will also prove to be long and hot as BC native land claims heat up with blockades and demonstrations. Once again Pemberton, Mount Currie, and Duffey Lake Road will be among many of the places we will be hearing a lot from this summer.

On the national scene Mulroney will continue to oppose Quebec's succession by talking tough, yet his very actions and words may only effect the very dismantling he wishes to prevent. And the GST (aka gouging sales tax) will continue to force you to dig ever deeper into your pockets.

Internationally, the bloody and devastating consequences of the Gulf War will continue, adding only to the general instability of the region, and business—the very business that is responsible for the slaughter in the first place—will continue as usual. Kuwait will

remain as oppressive as ever (no matter what the Emir promises), as will Saudi Arabia, Israel will continue to oppose UN resolutions concerning Arab land taken during the 1967 War, the Kurdish holocaust will continue (when will the Western media tell us the truth about the Turkish treatment of the Kurds?), and the Americans will be keeping an eye on Assad in Syria, although they will sell him arms in the meantime. (If he steps out of line, the Syrian people will pay heavily for it.)

As we move further and further away from the war-drunk, more people (no doubt

because of the devastating hangover) will come to question their unqualified support for the military solution presented by the Pentagon. (Incidentally, one poll in the US shows this to be happening already.)

So much for my prognostication.

I hope that all of you will attend the AGM on May 15th and that some of you will consider running for the executive.

Until the 15th then.

Allan McNeill



NEW Format for our Annual General Meeting

Wednesday 15 May 1991

Lecture Theatre/Cafeteria, Abby Campus

8:30 am

Coffee & freshly-baked goodies will greet you!

**BUSINESS MEETING AT 9:00 AM SHARP
FOLLOWED BY A LUNCHEON AT NOON**

DOOR PRIZES!

Yes, 20 or more gifts to be given away!

Lunch includes hot wings, deli sandwiches, pastries

Live background music ...

BE THERE, OR BE SQUARE !!

Letters to the Editor . . .

I am writing to applaud your efforts (and those of all the other contributors) in producing the February 1991 *FSA Newsletter*. Its stimulating and informative articles make an agreeable match with this issue's clear, uncluttered presentation. I was especially impressed by one of your own pieces, "About the War." At a time when government statements and news broadcasts submerged the moral aspects of this conflict beneath a war-glorifying rhetoric, your commentary provided a refreshing and appropriate alternative point of view. Your readers in and outside FVC were well-served by this reminder of the individual and collective

responsibility we must bear for the gratuitous violence our country took part in. By suggesting ways by which individuals could become better informed about the international crisis and become active in the cause of peace, your article identified a vital link between our concerns as FSA members and a situation of utmost consequence in the history of our times. In this respect, your arguments helped to sustain an important tradition of moral leadership on the part of working people's associations where matters of such magnitude as the waging of war are at issue.

Dave Allen

Would it be possible to include a current list of common FVC acronyms and the definitions? To some new faculty, JCAC and JPDC or LTCA and MAEJT are indecipherable. The old reference list published by

the *Newsletter* is so old that it refers to AAA and DPFS!

Help, I'm drowning in an avalanche of new acronyms!!!

Dianne Luu

Dear Dianne:

To resuscitate you (and free you from mixed metaphors), here's an updated list provided

by Hazel Lockhart.

The Editor

ACRONYMS

Government

ADM	Assistant Deputy Minister (currently Shell Harvey)
CEC	Canada Employment Centre
CIA	College and Institute Act

CSC	Correctional Service Canada
DM	Deputy Minister (currently Mr. Gary Mullins)
EN	Emergent Need: an unplanned RAC (Request for Additional Course)
F3	Function Three: a planned RAC for temporary courses
LRB	Labour Relations Board
MAETT	Ministry of Advanced Education, Training and Technology
RAC	Request for Additional Course: request to the Ministry to fund a course not provided for in the approved budget
TB	Treasury Board

External

ACCC	Association of Canadian Community Colleges: National organization of board, administrator, faculty and student representatives
AECBC	Advanced Education Council of British Columbia: an amalgamation of the BCAC (Board members) and COPS(chief executive officers), established under the <u>Society Act</u> as at July 1, 1990
BCAC	BC Association of Colleges: provincial association of college and institute boards, now amalgamated with COPS to form AECBC
BCACEA	BC Association of Continuing Education Administrators
BCCLE	BC Council for Leadership in Education
C-IEA	College & Institute Educators' Association
COPS	B.C. Council of College Principals (Council of Principals), now amalgamated with BCAC to form AECBC
KNOW	Knowledge Network of the West: provides post-secondary education via Cable TV
OLA	Open Learning Agency; provides post-secondary and some college preparatory instruction via telephone tutor
OU	Open University
PEBC	Public Employers of BC: provides labour information and related services to employers in the public sector

Internal

ABE	Adult Basic Education
ADID	Associate Dean, Institutional Development
AS	Academic Studies
AC	Allocation Committee: for allocation of Professional Development funds
ASC	Admissions & Standards Committee: reviews special admission requests; reviews and recommends policies relating to admissions and educational standards
ASE	Adult Special Education
CAC	College Advisory Council: internal advisory committee to the Board on policy matters
CAP	College Achievement Programme

CE	Continuing Education
CEO	Chief Executive Officer (President)
COW	Committee of the Whole: meets Tuesday evenings, one week prior to regular monthly Board meeting, to review issues and make recommendations to Board
CP	Career Programmes
CPP	College Prep Programme
CPT	Composition Placement Test
CS	Contract Services
DAS	Dean or Division of Academic Studies
DCE	Dean or Division of Continuing Education
DCP	Dean or Division of Career Programmes
DIS	Director, Information Services
DESS	Dean or Division of Educational Support Services
DS	Developmental Studies: programmes such as ABE, ELT, ASE
ECE	Early Childhood Education
ELF	Educational Leave Fund
ELT	English Language Training
EPT	English Placement Test
ES	Educational Support
FSA	Faculty and Staff Association (employees' union)
FTE	Full-Time Equivalent(cy)
FVC	Fraser Valley College
FVCB	Fraser Valley College Board
FVCSS	FVC Student Society
GED	General Educational Development: equivalent to secondary school graduation
GI	General Interest (refers to CE courses)
GPA	Grade Point Average
GPE	Grade Point Equivalent
IMS	Instructional Media Services (audio-visual services)
JCAC	Job Classification Audit Committee: representatives of Board and FSA, to monitor all union support staff job classifications
JPDC	Joint Professional Development Committee: members representing Board and FSA to monitor all PD matters
LRC	Learning Resources Centre: Library and IMS
LTCA	Long Term Care Aide
NC	Non-Credit
OC	Office Careers
PA	Programme Assistant
PAC	Programme Advisory Committee: internal advisory group to Board on Programme matters; required by College & Institute Act
PACS	Post-Secondary Activity Classification Structure: Ministry reporting system
PD	Professional Development
PTV	Part-Time Vocational
R&R	Records & Registration

SAC	Selection Advisory Committee(s): ad hoc committees for the purpose of advising on the selection of new employees
SCH	Student Contact Hour(s)
SLC	Schools Liaison Committee: Committee to maintain liaison with regional school districts; membership includes Superintendent and one Trustee from each District, one Board representative and President; meets twice a year, spring and fall.
TRAC	Training Access Programme
UT	University Transfer

WORD OF THE MONTH

Venal (adj.): *The venal politician had no thought of the public welfare.*

willing to be bribed, bribable,
corruptible, corrupt, dishonest;
greedy, rapacious, avaricious,
covetous, grasping, mercenary,
money-grubbing, selfish.

Slang: shady, crooked.

Does this remind you of anyone in particular?

President's Report . . .

Bill 82 is now law. Collective Bargaining in every money item will be strictly controlled for three years or more, which begins for us in 1992. Public sector employees stand to lose at least 10% in real wages, if the legislation is applied and inflation stays as it is. The FSA has objected to Bill 82 in letters to local MLAs, a copy of which is reprinted below.

Bill 82 is part of the pre-election, "taxpayers protection program," which will affect the entire public sector. In fact, it has already begun. The College has adopted an austerity expenditure plan for 1991-92 that will reduce service levels and turn away prospective students. There may be some lay-offs, I'm informed. Transfer payments from Ottawa to our post-secondary system have also been reduced. The financial picture isn't entirely clear since the province has no budget nor even an interim bill of supply for fiscal '91-'92 that began on 1 April.

Late last month the FSA and College agreed to settle the dispute referred to an arbitration panel in 1989. We waited long enough (hearings closed in December 1989). The

grievor who had been denied a promotion in 1988 will receive a promotion, with some retroactive payment, and the College and FSA will attempt to clarify contract language on which the case turns. The language in question is in Article 14.4(a): "The College encourages the concept of a career ladder." We do have a career ladder at FVC, in that downward mobility is carefully specified, but not upward mobility. We have had contract administration problems before with this concept and they will likely recur. Also, Article 8—the arbitration clause—contains no enforceable time lines, unlike Article 7 which prescribes specific time lines for in-house grievance handling.

My circular announcing the date of the AGM (15 May) was sent out early in order to minimize service disruptions. Essential services will be determined and maintained by the College, in that every FSA member has a contractual right to attend the AGM. The morning start was recommended by several members to encourage attendance. Julie Williams and Tom Davis co-chair the AGM committee. They could use a few more volunteers.

Bob Smith

Copy of letter sent to MLAs on 25 March 1991.

I write to you on behalf of 420 members of the Faculty and Staff Association at Fraser Valley College, which operates in the constituency you represent. We are distressed to learn of Bill 82, enacted in the House last week. Let me briefly outline our objections.

First, the wage controls proposed violate every fair notion of collective bargaining in a free society. Emergency controls for a short period, framed after full consultation, are one thing; Bill 82 is another. These controls propose to last for years and do not follow the consultation your government promised as a condition of public support in the last election.

Second, wages at Fraser Valley College for clericals, instructors, janitors, middle-echelon managers, and so on range from \$20,000 to \$52,000 per year. Annual salary increases may run ahead or behind private sector equivalents; but over the last ten years there has been no significant shift in the relationship. In other words, our salaries are not out of control. The FSA and the College Board produce agreements without rancour, lockout or strike, agreements that we and the public can live with.

Third, the rationale for Bill 82, presented in the House's Committee of the Whole proceedings on 18-19 March, is irrational and offensive. The Minister of Finance continually suggested that public sector wages are running out of control, that we are the consumers of the wealth produced by the private sector, and that we are insulated from

the discipline of the private sector. Again, our wages are modest. We are partners with the private sector in the production of wealth. If we aren't, why do representatives of private sector firms queue up before the College Board every day to request assistance or expertise so that they can make their business more profitable. *A person who sees no crucial role of education in the production of wealth will believe anything.* We are not "insulated" from economic downturns. From time to time, our Board cannot balance the books without lay-offs, which happen frequently. We do not have tenure. Bill 82, despite its so-called "job security guidelines," does not alter the employer's right to lay off employees.

Fourth, the wage commissioner is invested with authoritarian powers. He has the power to alter unilaterally the terms of a collective agreement, which goes far beyond simply sending it back to the parties. All his decisions are final, for there is no appeal. He is given the authority of a Supreme Court judge.

Finally, if you cap our college budget, keeping in mind that 87% of it goes to salaries, no incentive is provided to us to work more. Demand for our services goes *up* during recession, not down, as the unemployed and underemployed seek college entrance. College employees will not work harder and longer than we already have for years on end while our standard of living declines.

Bob Smith
President, FSA

Public sector wage restraint is not a solution

KEN GEORGETTI



In introducing Bill 82 — The Compensation Fairness Act, the current government once again has demonstrated that they live by a double standard.

They have imposed this Act which unfairly restrains wages for public sector workers, while at the same time they dole out millions of dollars in tax breaks and giveaways to corporations.

However, the government's double standard — one for friends and insiders and one for everyone else — is not acceptable to British Columbians.

The legislation, I believe, was put forward simply as an attempt to create confrontation because there is no economic justification for this wage restraint. In 1990, there was less than one percent difference between public sector wage settlements and private sector settlements. Private sector increases have led those in the public sector in eleven of the last 20 years.

Over that entire period, wages in the private sector increased more than in the public sector.

The wages we pay to those who perform valuable public service have remained constant or decreased as a percentage of provincial expenditures over the last 5 years.

The Bill will restrict the free collective bargaining process that has worked so effectively in the past. Why is it that a government that is slavishly devoted to marketplace economics everywhere else refuses to let the same rules apply to workers and employers at the negotiating table?

It is because this legislation has more to do with politics and the political agenda of the government than it does for concern over how our taxes are managed.

The bottom line is this — all working people have suffered a decline in the real value of their pay cheques throughout the last decade. The balance sheet for our province is in trouble, not because of workers' wages, but because the government has mis-spent our tax dollars and has not demanded that everyone in B.C. pay their fair share toward running British Columbia.

In a recession, when jobs are being lost throughout the forest industry, in the Interior and in the North, public sector jobs and pay cheques are important in keeping many communities and businesses going. Often, in the average household, both spouses have to work to maintain a decent standard of living. I have visited towns throughout the province where one partner works in the private sector and the other is a public employee. Today, many of the private sector employees are laid off. Their families now rely solely on the wages of the spouse who teaches our children, keeps our streets safe or looks after those who are sick.

It is important for us to understand as well that public sector wage restraint unfairly hurts working women the most, as they can least afford to make salaries that don't keep up with the cost of living. Once again, this government has shown its disdain for half the population.

A fair-minded government that truly represents working people's interests could do a lot better than this, even during tough economic times.

A fair government would get its spending priorities right. A \$25 million pension giveaway to doctors would not occur at the same level that they're limiting the wages of a health care worker earning \$26,000 a year.

A fair government would get better value for our taxpayer dollars. It would spend less on flying cabinet ministers to their homes and more on much needed air ambulance service.

A fair government would make sure that no one is unfairly burdened during these difficult times. This wage restraint legislation penalizes those in the public sector and hurts British Columbians in need. This scheme will mean fewer public employees, larger line-ups and waiting lists for public services.

This government has constantly tried to provoke confrontation with working people. This legislation is just another example of that tired old tactic which won't work. If the Social Credit government believes that restraint is the answer, let them test the issue at the ballot box.

President,
B.C. Federation of Labour

C-IEA Status of Women Committee Report . . .

After attending a second meeting of this C-IEA committee, I now feel a bit more knowledgeable about its work so that I can report to the FSA membership. Incidentally, this is the first time I have been involved directly with FSA committee work. I've volunteered to in some way "pay back" for the effort made by executive members and C-IEA on my behalf, especially during the past (two? or three?) years. It has been a long time, hasn't it?

The current focus of the C-IEA Status of Women Committee (SWC) is "to implement policy rather than expand the policy base" (from the SWC AGENDA, February 8 & 9, 1991). However, SWC likely will still bring forward policy resolutions to the C-IEA AGM in Kamloops in May 1991, after workshops are completed at that gathering.

This year SWC has chosen the following issues, arising out of last year's AGM

resolutions, upon which to concentrate their efforts: affirmative actions, proportional appointments, and childcare. It has been proposed that workshops organized around these topics be presented at the May 1991 AGM.

The major part of the deliberations during the October and February meetings has been spent on developing action plans related to these issues.

As I currently seem to be the entire FSA "committee" representing status of women concerns locally, I would appreciate hearing from other members concerning these three issues as they relate to FVC.

I can be reached at Toti:lheth in St. Mary's, Mission: 286-3691.

Heather Stewart

Report from the Contract Chair . . .

As we now approach the end of the winter term, and hopefully also the end of winter, we mark the beginning of our second year of our collective agreement. As events have unfolded, it has turned out to be fortuitous for us to have this second year contract in place and outside the scope of the Compensation "Fairness" Act. As negotiated, you can expect a 7% salary

increase, and the College's share of medical, dental, etc., rising from 75% to 90% effective April 1st. Management has voluntarily increased its mileage compensation (above that contractually agreed) to .28 ¢/km., also effective April 1st.

Even though our existing contract falls outside the scope of the Compensation

Fairness Guidelines this year, this legislation will have an impact on us if it survives the upcoming provincial election. All colleges are required to file their current agreements with the Commissioner now and that becomes the base for determining the ceiling on future increases. The guidelines call for maximum salary increases of 1.0 to 1.5% in year one (depending upon employment category, "secure" vs. "competitive"), 2.0 to 2.7% in year two, and 3.0% in year three.

The guidelines do, however, enable greater salary increases to address "unreasonable disparities in the rate of compensation between groups of public sector employees performing the same work in the same industry in the province, where such disparities existed prior to January 30, 1991" (Section 21, Compensation Fairness Guidelines). Our history will certainly enable this kind of argument before the Commissioner. Consequently, next year's contract negotiations enable more than the prescribed wage limit, but this may require us to present our case.

There has been one highly significant college contract settlement recently, that of Douglas College. You will recall that one and a half

Faculty Evaluation

Since my last article to you, Perla Werk and I have attended a very informative conference on faculty evaluation along with Dick Bate and Don Tunstall. You will recall that our involvement in faculty evaluation arose out of the last contract negotiations where some members raised as contract issues two of the elements of faculty evaluation, those being collegial evaluation and in-class observation. It should be noted at the outset that expanded use of in-class observation has not been an

years ago, they were involved in a lengthy labour dispute which ultimately saw their salaries rise to \$56,000 at the top of scale. The college recently reached a settlement before the end of their agreement, offering a 7.13% increase across the board, which brings the top up to \$60,000.

You might well ask how that settlement will be treated by the Compensation Czar, Ed Lein. The Douglas College management has apparently indicated that they have the means to fund the increase, and no doubt the Commissioner will have to give regard to other contracts in place such as the New Westminster School District, which recently granted a 7.0% increase, and BCIT, whose salary levels are always in the vanguard. We will have to watch this one.

The more significant aspect of the Douglas agreement is that it is for only one year. That means Douglas will be negotiating again the same time we are. At C-IEA, we all talk the talk of co-ordinated bargaining. Next year, we will be faced with the question of our commitment to it. Are we prepared to walk the walk?

issue with our deans, and is not under consideration. The concern which was voiced at the last AGM about in-class observation was based on a misunderstanding of its use, currently confined to non-regular faculty. The subject of our review pertains only to collegial evaluation.

The FSA and the College jointly sponsored our attendance at this conference in the hopes that we might more quickly gain an

appreciation of alternative models of evaluation and avoid some of the pitfalls in developing improvements in our evaluation system. In this regard, the conference was a tremendous success. It was evident that many other colleges across North America are similarly struggling with faculty evaluation, though unlike our involvement, most of the work has been initiated by college managements.

A variety of issues were discussed at the conference including what faculty roles should be evaluated (instruction, research, committee contributions, etc.), what sources of data should be used (student, peer, administrator), what the appropriate weights to various activities should be, and so forth. Both Perla and I have complete manuals from the conference, which contain among other

things, some complete models which are now in place at other colleges. This material should facilitate an organized discussion among faculty using concrete examples to help us decide our role in this process.

At this stage, the only thing agreed between the Deans and ourselves is that we will take the necessary time to fully involve all faculty in the process of developing our direction. In a few week, Perla and I will initiate this discussion by soliciting your ideas and reactions to some of the models presented at this conference. We have not established any deadline for this process, other than to keep our discussions outside the strict time constraints and adversarial context of contract negotiations.

Ian McAskill

Report from Grievance Chair (Faculty) . . .

In March the shop stewards attended a day workshop. FSA membership cards were given to the stewards for distribution for members in their areas. The membership cards will not be issued each year except for new FSA members. You may be asked to present your card prior to entry into the AGM, so hang on to them. Our thanks to Kathy Gowdridge for "calligraphing" all the members' names on the membership cards.

At the stewards' meeting, the issue of trying to recover the initial \$5.00 signing up fee for new members was discussed at great length.

A motion was put forth to take this to the next FSA Executive meeting because the present method of collection is not working.

There will be another day workshop for stewards on May 13.

The past few weeks has seen the final chapters close on the bumping process resulting from the loss last year of the ABE federal contract. The "B" faculty member on the recall list has been given a "B" contract. All in all, it has been a productive few months.

Perla Werk

Report from Agreements . . .

The Agreements Committee met on April 5, 1991, to discuss the following matters:

1. Clarification of Articles 20.2.1a & b (Workload and the Definition of Laboratory).

It was agreed that for purposes of workload calculation the term *laboratory* refers to science courses only. It was recognized that there may be a variety of teaching modes in non-science programmes which are not "lectures" but that does not make them labs". (The College will probably put this matter on the agenda of our next round of negotiations).

2. New Pay Grades

The College presented a proposal for a new pay scale which would cover professional/administrative type positions which don't fit into the current staff or faculty scales. (These would be jobs such as a Purchasing Manager, Budget Officer, Public Relations Manager, Admissions Officer).

The range would overlap the top of the staff scale and go to \$5,000 below the top of the faculty scale.

This will be discussed by the Executive at its next meeting and by the general membership before any decision is taken.

3. Clarification of Articles 4.3, 13.3 and 14.4a (Career Ladder Concept).

The College has always expressed its commitment to this concept, but the contract

language is so vague as to be meaningless. It was agreed that more concrete language would be helpful to everyone and the College offered to bring some suggested language to the next meeting.

4. Regular Part-time Faculty conversion to Type C status.

Bob Smith will be sending out a memo on this subject to correct a misunderstanding in his February 20, 1991, memo to all Programme Heads, Directors, etc.

5. Educational Leave and Early Retirement Agreements.

These have already been concluded but not yet distributed. It was agreed that they would go out to everyone, in a package with various other personnel information, by the end of May.

6. Placement on the Faculty Scale and Creation of Type C Contracts.

It was agreed that more vigilance was needed in these cases and agreement was reached that the Personnel Director and FSA Grievance Chairs will consult about such appointments, before contracts are issued, whenever they are out of the ordinary.

7. Secondments and Type A's temporarily moving to Type C positions.

It was agreed that language is needed in the Collective Agreement to spell out members'

rights in such situations. The college will propose some at the next meeting.

8. Academic Assistants' Seniority, Bumping Rights and Workload.

This was simply a clarification, for the record, of what had already been negotiated

in establishing the new category. Academic Assistants comprise their own group for seniority and bumping purposes. They may not bump, nor be bumped by, anyone in the Faculty or Staff components. Their workload is 10 labs per academic year.

Betty Harris

OH&S Interest . . .

Miscarriage link to VDTs not found in US study

Women who use video display terminals during pregnancy do not run an increased risk of miscarriages, according to a long-awaited American government study.

The study should "put to rest concerns once and for all" said study director Teresa Schnoor, of the National Institute of Occupational Safety and Health. But advocates for VDT users expressed a mix of relief and scepticism, with many saying the study was flawed and too limited to support such a sweeping conclusion.

The study compared 882 pregnancies among women who worked during the 1980s at AT&T and Bell South in Atlanta. At Bell South, 307 directory assistance operators used VDTs all day, including during pregnancy, while at AT&T 430 general operators used a different type of electronic equipment with LEDs (light-emitting diodes) to project images on screens.

The study, appearing in Thursday's *New England Journal of Medicine*, concluded that there was "no increase in the risk of spontaneous abortion associated with the occupational use of VDTs," or the electro-magnetic fields they produce.

Since 1980, clusters of miscarriages have occurred among VDT-using women workers. Advocates for those workers have charged that electromagnetic radiation emitted by the VDTs may have caused the clusters. The study was requested by those employees' unions. David LeGrande, health and safety officer for the Communication Workers' union, said his group "thinks that further investigation does need to be done, but we're very pleased with the results."

Newspaper Guild representative David Eisen cited a California study released three years ago by Kaiser Permanente that showed women who used VDTs more than 20 hours a week were almost twice as likely to have miscarriages. "It is important, therefore, that

this latest study not close the door on VDT reproductive research," he said.

"What I find distressing is that they've overstated their conclusions concerning electromagnetic fields," said Louis Slesin, editor of the trade publication *Microwave News*.

Slesin said that the institute's study was not conclusive because the non-VDT users studied were exposed to as much of some

types of electromagnetic radiation as the VDT users.

"Why use LED operators with the same exposures as your control group. It makes no sense. I don't know how they can say anything about EMF (electromagnetic fields)," said Slesin. But Schnoor said "we couldn't find any explanation for the study being negative other than that VDT emissions are not responsible for miscarriages."

Vancouver Sun, 16 March 1991

P. D. Year-end Report . . .

A review of the computer print-outs reveals that staff and faculty at FVC have engaged in 434 separate individual professional development activities over the past year—a healthy sign, and probably as good a record as any college in the province. The allocations subcommittee—Ron Coreau, Casey Sheridan, Germaine Baril, Tracy Wilson, Dave Birkett, Barbara Pinkiewicz, and Pat Sifton—has had the job of reviewing and approving each P.D. application. Approval, for the most part, has been straightforward, but the committee members have, on occasion, questioned either an activity or an expenditure. This, they are encouraged to do; the allocations committee is not a "rubber stamp" for whatever is submitted.

Two proposed changes would affect individual professional development for next year. First, the committee agreed that during any given P.D. activity, \$30 in addition to the regular funding would be allowed for books or other useful print material available at the conference or workshop. However, that material must be given to the FVC.

If, for example, a secretary finds a really useful manual, that manual must be available for the use of other college employees. Other books might be best housed in the library. In addition, the ceiling on P.D. spending for next year will be raised to \$1,000. This could change and be lowered to \$900 again in the future if there are insufficient funds to cover P.D. requests.

Besides the individual P.D. activities, professional development money has supported a modest "Speakers' Bureau" this year. Faculty and departments were invited to submit ideas for speakers who would promise interest for the college community at large. The Forum on the Gulf Crisis was sponsored by the Speakers' Bureau, as was an International Days Workshop. Neither of these events was expensive. The committee agreed that the Speakers' Bureau is a worthy undertaking, provided that there is ample money in the P.D. fund to support individual P.D. requests.

The greatest change for this past year was the introduction of the new faculty Educational Leave Fund, with the accompanying changes in procedure. Two additional faculty were elected to join Perla Werk and Casey Sheridan on the Ed Leave allocations subcommittee: David Allen and Darryl Plecas. There were eight faculty and one staff who applied for long term leave, and four who applied for short-term leave. Since the subcommittee members initially judged all the applications worthwhile, they interviewed applicants according to seniority. The staff application was passed and funded. The two most senior faculty were interviewed for long-term leave. One was fully funded. Since both faculty had equal seniority, the P.D. Committee as a whole voted to fund fully the faculty member who had never taken any P.D., and to fund partially the faculty member who had in the past had a partially funded Ed Leave. In addition, three faculty were interviewed and funded for short-term leave.

In reporting on the effectiveness of the new procedures and criteria, the subcommittee members concluded that the criteria work well. Further, they found the interviews extremely beneficial both to the committee and the candidates; as a result of the interviews, all the candidates made some useful additions or changes to their applications or plans. Their report did recommend some changes, however. Some of the information in the contract, in the ed leave handbook, and in the committee guidelines needs clarification and updating. We all agreed that faculty or staff should in the future be able to apply for short-term and long-term leave, but that they must make two separate applications. It is not reasonable to assume that a long-term plan can be accomplished in half the time, nor is it

credible that a short-term plan would merely be stretched out over a year.

One tricky problem has arisen which the FSA needs to give consideration to. The current agreement states that in order to qualify for Ed Leave, an employee must be a Type B employee, and must have the equivalent of five years' continual employment. This year, if an employee has three years employment as a Type C and two as a Type B, then he or she would certainly be eligible for ed leave, since the contract clearly states that one accrues seniority with a Type C. However, as of this year, Type B employees contribute money to the ed leave fund, whereas Type C employees do not. Therefore, in the future, we need some kind of agreement whereby a Type C employee whose job converts to a Type B would be able to contribute retroactively to the ed leave fund. Then, when that person eventually applies for ed leave, there will be no question of fairness on the part of those who have been contributing to that fund for a longer period. It would, of course, be nice simply to make Type C's eligible for ed leave, but given the expected budget shortfall for next year, the College is simply not willing to contribute additional money to cover Type C employees.

The educational leave fund will grow over the next three years, and we are delighted to have money in there. However, it is evident that for some years to come, there will be many more faculty applying than will be funded. We need to be diligent in lobbying to increase ed leave so that a reasonable percentage of faculty and staff can be "renewed" each year. This committee has worked efficiently and with good natured consensus among FSA and Administration members. I have enjoyed being your representative.

Virginia Cooke

Shakespeare Festival . . .

Ashland and Eugene, Oregon.

March 28 - April 2

One of the compensations for repeatedly teaching drama courses in English is the occasional P.D. activity of seeing live productions rather than just hearing papers about theatre. On March 28, I journeyed to Ashland, Oregon, to the Shakespeare festival, where in the course of two and a half days, I saw five plays: *Some Americans Abroad*, a recent play by Richard Nelson, Shakespeare's *The Merchant of Venice*, *Woman in Mind* by Alan Ayckbourn, *Our Town* by Thornton Wilder, and G.B. Shaw's *Major Barbara*. (In addition, I visited the Writing Centre at Lane Community College in Eugene, but I won't report on that here.) The famous outdoor "Elizabethan" theatre wasn't yet open for the summer season (including three additional Shakespeare plays); the plays I saw were in the Agnes Bowmer and the Black Swan Theatres.

Some Americans Abroad was commissioned by the Royal Shakespeare Company, and was first performed in London in 1989. The subject of this satiric play is Americans in England; specifically, a group of American professors, one professor's wife, and some students—all are on a theatre tour of England, with a tight schedule and too many plays to see. They bring with them all of their petty departmental politics and great contempt for their own culture and for other American tourists. As the program notes speculate, "One can only wonder at how many Americans cram themselves into jumbo jets each year, flying across the Atlantic in a frantic effort to absorb as much British

theatre in one or two weeks as is humanly possible."

Scenes from the play occur at landmark sights in England—a Covent Garden restaurant, Foyle's bookstore, Westminster and Waterloo bridges, hotels in Stratford-on-Avon, etc.—at various points of crisis during the tour. At the tiny Black Swan Theatre, these locations were merely suggested with a sign or marquis. The focus of the play was entirely on the characters.

Joe Taylor is the English department head at a small Eastern college; he is a domineering, self-serving windbag whose chief interests seem to be protecting himself, saving the department money (the scenes of tallying up the bills at restaurants are hilarious), and using his daughter (an English major on the trip) to inform on the other students. He can't quite bring himself to admit to one young professor on the trip that his contract will not be renewed—that, in fact, the department has already offered that job to a young woman with a more prestigious doctorate. Nor can he deal straightforwardly with the young female student who temporarily "goes AWOL" from the tour to join a boyfriend, and who is later hysterical because one of the other English professors has made a pass at her. Taylor shows little real concern for the student in either instance, but will resort to anything to protect his reputation. The double dealing and complications are reminiscent of an eighteenth-century satire; in fact, the author has referred

to the play as a modern "comedy of manners."

I saw a preview of this play, so there were a few rough edges in timing, but I found it thoroughly intriguing and uncomfortably funny. How it affected the non-academics I can't say, but anyone who has observed or participated in university politics will find the satire delicious. And Canadians are not totally free of what the author calls the *Masterpiece Theatre* syndrome, the automatic reverence for things "cultured" and British. I'll be eager to hear what Art Ross and Ian Fenwick think of this play.

Speaking of Ian Fenwick, he would have been mightily gratified with the production of *The Merchant of Venice*. One would think the director, Libby Appel, had consulted with Ian on the production, so much did the concept reflect that in Ian's own recent college production of the play. In both productions, Venice (a modern Venice) was steeped in greed and bigotry. In Ashland, however, Belmont, the home of Portia, retained more romance and uncorrupted harmony. What I loved about this production was the pervasive *Italian-ness*; the high fashion and leather clothes immediately suggested the streets of a modern Italian city. No doubt the costume budget was immense. The gestures, inflections, and excitability of Bassanio's young friends were recognizably Italian. Antonio in their midst seemed like a "godfather," dispensing favours and commanding loyalty.

Portia was very strong in this production, especially in her famous courtroom scene. Shylock, played by Richard Elmore, came off convincingly as a sympathetic victim of outrageous anti-Semitism, but he showed a really nasty streak in the courtroom, hatefully demanding his "pound of flesh." However, I

would boldly assert that Elmore was not as impressive a Shylock as Crispin Elsted in FVC's recent production! The staging was beautiful, especially in the final scene, when harmony and music were restored.

Alan Ayckbourn is Britain's foremost contemporary writer of comic drama, but his play *Woman in Mind* is his darkest comedy yet. The "woman in mind" is Susan, a middle-class housewife whose drab life and cold family have become intolerable. Consequently, she creates an imaginary caring, upper-crust family who value her. In fact, it is with this imaginary family that we first see her, so the reality which breaks in on her fantasies seems particularly jarring. There is a good deal of humour in all this until Susan loses control of the fantasy world she has created and totters on the brink of insanity. I like this play, but I had the feeling the Ashland audience didn't know what to make of it. Ayckbourn has commented that the play reflects the hidden nature of mental illness in Britain, where such problems in families are assumed not to exist. The play has always struck a more responsive chord in England than in North America, where the problems of neurotic middle-class people are more openly discussed. The play's shift from comedy to terror comes as a shock, though, and Fredi Ostler as Susan handled the transition well. Other facets of the production were less successful, particularly the accents, which are notoriously inaccurate in Ashland. I suspect Americans are prepared to hear all British accents as alike, but the British are too much a part of our culture for us to have missed the distinction between middle and upper class accents. I'd like to see this play done in Vancouver again (as it was, not entirely successfully, two years ago), and I'd recommend seeing it. By the way, the chief

actress, Fredi Ostler, was a dead ringer for Janet Falk—so much so that I wondered for a moment whether Janet had somehow managed to take on yet another task in her spare time!

The program notes inform me that since 1938 Thornton Wilder's *Our Town* has been performed nearly every night somewhere in America. As I watched this play, dimly remembered from high school, I wondered why. The technique of the charming, homespun narrator introducing all the citizens of Grover's Corners, New Hampshire, is by now rather dated, as is the once-innovative staging Wilder designates. The ordinary concerns of small town folks certainly do have a universal resonance, and I appreciated Wilder's warmth for his characters. The huge cast (at least 25) were uniformly skillful. But, if you recall the play, the last (rather long) act is set in the Grover's Corners graveyard, as the folks we know and love who have passed on talk about the weather and try in vain to dissuade Emily Webb, who has died in childbirth, from revisiting the world of her past. Ultimately, I found myself wishing, uncharitably, that the dead would shut up.

If *Our Town* was the least of the offerings, *Major Barbara* takes the prize for the best. I've just been teaching the play (as is true with *Merchant of Venice*), which made me especially receptive. Set at the turn of the century, Shaw's play concerns a young upper-class woman, Barbara, who has joined the Salvation Army and fallen in love with a professor of Greek. Barbara's long-absent father is Andrew Undershaft, the most prominent manufacturer of weapons in all of Europe. A rather charming man, he takes on Mephistophelian proportions as he tries to win Barbara over from the "Blood and Fire" of the Salvation Army to the "Blood and

Fire" of his own religion: "money and gunpowder."

Major Barbara is not an easy play to direct. It's long and long-winded, and the political arguments, especially in the last act, are extremely complex and contradictory. The sets alone are a challenge. The first act is set in an upper class drawing room; the second, in the West Ham Salvation Army shelter, with its assorted ruffians. The set for the final act, at Undershaft's arms factory, drew applause from the audience at Ashland. Cannons and torpedoes aim menacingly at the audience, and a great, glowing furnace occupies the centre stage. At the opening, Undershaft is alone on stage, facing this furnace, and moving in something like a daemonic dance, backlit by the red glow from the furnace. Then, when the lights come up, he becomes once again the gentleman businessman, and the glass doors of the furnace close to show sky and clouds outside the window. The effect was absolutely stunning. All three important characters in this last act—Undershaft, Barbara, and Cusins—are strong and well balanced, so as not to shift the arguments and dialectic of the play simply according to the actors' strength.

As a pacifist and a socialist, Shaw gives his capitalist warmonger astonishingly strong arguments in this play, and he asks some pretty disquieting questions. Can we make war on war? Can evil be somehow turned to good in the right hands? Can one find salvation by selling one's soul? It's a fascinating play, and a timely one. After the play, I heard a man outside say to his friend, "George Bush would worship at that guy's [Undershaft's] feet." Hmm. I wonder.

Virginia Cooke

Book Review . . .

Human Rights in Canadian Foreign Policy

Canada is often viewed as a middle power, a state that works by quiet diplomacy, a country that is sincerely concerned with upholding human rights. But, as is often the case, the myth is an illusion and the rhetoric obscures reality. *Human Rights in Canadian Foreign Policy* places before us the stark and disturbing scenario of Canadian foreign policy and how it works.

Human Rights in Canadian Foreign Policy is divided into three sections: the domestic scene, international relations, and bilateral diplomacy. Each section turns eventually, often circuitously, to the troubling issue of human rights. Canadian foreign policy does not shy away from playing favourites; this, of course, should come as no surprise to anyone faintly acquainted with the Hobbesian world of power politics. Canada will often smile kindly, at best, or offer a momentary frown to states it has crucial trade and aid ties with regardless of how these states treat their citizens. Canada will play the moral sentinel

provided our condemnation with the country under judgement does not jeopardize trade or alliance systems in a serious or substantial way. We, predictably, go silent when our favourites like Indonesia, China or Bangladesh stain their hands with blood, but we wax indignant when countries like Sri Lanka, Cambodia, or Uganda act in a similar manner. The inconsistencies should, they are so obvious, be faced and dealt with, but, when economics and human rights collide, economics, national security and alliance commitments win the day.

Human Rights and Canadian Foreign Policy digs the grave and buries the myth that Canada is a country with a large and compassionate humanitarian heart. The strength of the book, though, is that it does not end in cynicism. The authors (are they too naive?) offer, in conclusion, some guidelines and direction to draw together the fragmented and separated reality of Canadian foreign policy and human rights.

Human Rights in Canadian Foreign Policy. Edited by Robert O. Matthews and Crawford Pratt. Kingston and Montreal: McGill-Queen's University Press, 1988, 375 pages. \$15.95 (paper).

Ron Dart

Profiles . . .

Endings and Beginnings

There are about 300 citizens of the Na-Cho Nyak Dun First Nation. They are Northern Tutchone, occupants of their traditional territory for about 10,000 years and committed to a mixed economy in which hunting and trapping join with wilderness tourism and resource development to form the economic base for a new century under self-government and self-determination.

The land-claim negotiation is often treated as an end in itself. Of course it is not. Agreements about land, money, control over health and social programs and self-government will be reached in the course of the negotiations. The final agreement with its many chapters of legal language will take up about 300 single-spaced pages. For the likes of me, white consultants working on contract, the agreement will seem an ending, a landmark from which I will move on to some other project. For the Na-Cho Nyak Dun it is simply prologue, written painfully and slowly over 18 years and finally marking a beginning point for the real struggle to build the world about which they have dreamt.

Like architects, the land-claim team must worry whether the designs and blueprints, the Land-Claim Agreements, will yield structures which will stand and function as they are meant to. Will the Band's Constitution enable the people to run a government? Will the Health and Social Programmes Agreement create organizations that respond to people in need? Will the chapters on economic development, environmental protection, fish and wildlife, and justice form parts of the

foundation for a new social order? Euro-Canadian's with their 100 plus years of nationhood should be well aware of how the apparent logic and wisdom of documents and agreements can lead to endless travail. If only social and political structures could be designed so easily and precisely as the roads and bridges and buildings produced from blueprints.

I work with land and animals. The traditional territory of the NND encompasses many thousands of square miles. The Land-Claim Agreement allows the NND to select about 2000 square miles as settlement land, that is, land which will remain in aboriginal title. The NND have been wrestling for some ears now with the problem of which of their land should they retain under the agreement. In other times and in other agreements, land selection can be a terrible trap; the lands selected become a kind of prison, confining the people and cutting them off from the frontier economy which soon surrounds and imposes on settlement lands in very destructive ways. All Yukon First Nations will have extensive rights to co-manage lands which are not settlement lands. The final agreements contain many provisions designed to ensure that economic or other activity on non-settlement land may NOT have negative impacts on the environment or on settlement lands. Thus, for example, a mine on non-settlement land cannot produce waste which will damage the environment of downstream settlement lands.

Even with protection unique to land-claim agreements in Canada, the selection of land is

a touchy process. When you examine the nature of Yukon geography, you quickly realise the significance of rivers. The NND traditional territory breaks into 17 watersheds. What land should be selected within these watersheds? Two thousand square miles doesn't go very far in such a vast area. We have to select land to provide for present and future social, political and economic development. Where will people live? Will agriculture be important? What hunting territories should be selected? What animal habitat areas must we protect? Will the NND be interested in mineral development, wilderness tourism, forestry, etc?

It's not simply a matter of pointing to a place on the map and saying "we want that." Government and third parties have interests. A number of groups may want control of a certain hot spring. Many mineral claims are already staked; mines are operating; guide-outfitters have huge concessions; Government has identified lands for future development. Traditional negotiations would have us tabling positions and then proceeding in an adversarial fashion to argue for some version of what we have tabled. The adversarial approach doesn't work very well because it doesn't provide a setting in which the negotiating parties can build a consensus about how to accommodate all of their interest on the land. No one wants to end up with competing land-use activities shoved up against one another, or, with land selections which are not economically viable. A land-claim agreement which fails in the future benefits no one.

The negotiation for land is conducted "cooperatively." We proceed watershed by watershed to identify all of our interests on and in the land. NND maps its hunting,

trapping, settlement, heritage, and other interests. Government maps its interests and those of all third parties (companies, and owners, miners, etc.). We then discuss how we see our interests in a particular watershed developing into the future. Once we understand what interests exist in a particular watershed, we collectively consider how to accommodate those interests and minimize competing land uses. The process becomes a kind of land-use planning rather than a traditional negotiation. The cooperative approach allows the NND to use other strategies besides selection to protect their interests. For example, if we know that government is concerned about and committed to moose habitat protection at Ethel Lake, then we may choose not to use up valuable selection miles to protect that area.

Our work regarding animals is also central to the vision at the heart of NND land-claim objectives. The NND are hunters and trappers. The seasonal round of activities and indeed the social structure of the people reflect the central importance of fish and wildlife to this culture. We are unable to select enough land to protect the game populations; therefore, we must create agreements which ensure that wildlife conservation and the harvesting activities of Indian hunters are continuing priorities in the Yukon.

Take a look at the map of the Yukon and consider that the total population of all the Yukon is less than half of the area population for Matsqui, Abbotsford and Clearbrook. Surely such a huge area of wilderness provides an adequate haven for wildlife. Sadly, even now, parts of the Yukon are seeing dwindling game populations as resource development and non-native

harvesting expand. The Yukon wilderness is vast and rich, but is also fragile. The parameters with which game population prosper are easily compromised. Once great herds of caribou have been reduced from 50,000 animals to less than 5,000 in little more than a decade. Managing wildlife populations has less to do with animals than with managing people. The NND are arguing that having a priority in harvesting is meaningless if animal populations crash. The key to the success of the mixed economy is to have management control. With this in mind we are creating an agreement which sees primary responsibility for game management transferred to local people, native and non-native. In the future, access to the wilderness will be managed at the local level, within each First Nations' traditional territory. Local people, with their intimate knowledge

of the area will make decisions about appropriate development. Harvesting decisions will reflect both scientific and local knowledge. Development decisions will respect the priorities of wilderness preservation.

We are hopeful that the final agreement for the NND can be signed in August of this year. It will be but a set of blueprints, with the final consequences of the long negotiation utterly dependent upon the will and skill of the people as they implement the agreements through the next century. I can't help but think that the success or failure of land claims agreements will tell us a great deal about the extent to which people in modern society can influence their destiny at the community level. See you in September.

Kevin Busswood

A Sports Story . . .

This is a sports story. Like all sports writers, I believe that all good sports stories are about the obscure relation between *virtu* and *fortuna*; and, of course, about the wonderful way human beings create and organize activities in order to give meaning to their lives.

THE PRE-SEASON

Tuesday, August 21

Twenty-four soccer players enrolled in at least nine credits at Fraser Valley College are in camp at Grant Park. Six more will join by the end of next week.

Nine are back from last year's team that finished one spot out of the playoffs. All are a year older, a year stronger, a year more experienced. Nine returning players already know our system, and a total of thirty players in camp compete for a place on the roster. Thank you, Jesus. Thank you, Lord.

We won't always be this lucky; we won't always have this much to work with. Ken and I had better get this team to the playoffs while we have the chance.

Ken warms up the team. We run drills for forty minutes. Everyone seems to be a college-level player. Some are better than

others but everyone in camp can play. I divide them into two teams and referee the scrimmage. It's a good game -- skilled, played with effort and enthusiasm, played with exceptional shape and cohesiveness for an intersquad match on the first night of camp. Ken and I are grinning; some of the returning players are grinning.

I go home excited and sit up most of the night designing practices for the next four weeks.

Thursday, August 23

We will practice 13 times and play 10 exhibition games between now and our conference opener against Cariboo College on Sept. 22nd. In one stretch we will play eight games in twelve days. The object is to get the team to a more advanced stage of preparation earlier in the pre-season. We need to finish in the top four in conference play to make the play-offs. Capilano, BCIT and VCC always field good teams featuring some professional, National and Olympic team players. We finished fifth in '88 to Cariboo and fifth in '89 to Trinity Western. Malaspina is also very competitive. Selkirk and RRMC work hard and are well coached, but the Cascades have never lost to them. It follows that to make the playoffs we must defeat Cariboo, TWU and Malaspina in addition to the two weak teams. If we combine experience and preparedness, we should be able to make the playoffs even if we can't yet stand up to the big city colleges. The opener against Cariboo in Kamloops is absolutely crucial to our plans. We tied Cariboo 1-1 in 88 & 89. We have never beaten Cariboo.

Monday, August 27

Still 26 players in camp, plus one with an excused absence and one player from Hope we haven't seen or heard from yet. I privately hope he doesn't show up. I have to cut 5 players by tomorrow night, just to get the squad small enough for exhibition games beginning Wednesday.

A player named Chuck Kealing shows up. Six-foot-one, 190 pounds, very fast. He's registered at Capilano, not FVC. He has turned out with Capilano, told he probably won't be the starting centre back for them, and is looking for a college where he can start. I throw him into our scrimmage, he immediately looks great, perhaps the difference between a good set of fullbacks and a championship set of fullbacks. I give him a list of the twelve arts sections with seats still available at FVC. I call him at 11:00 p.m. from Ken's. He can't get enough of the courses he needs and decides to stay at Capilano, where he is already registered. I tell him it's a good decision. Ken and I go back to the drawing board.

Tuesday, August 28

After practice I cut two players. I hate cutting people. Ken makes me do it. A third takes a job opportunity and leaves camp. A fourth player can't get the classes he wants, leaves camp and will end up playing for Vancouver Community College. A fifth, the one from Hope, is yet to be seen. That leaves us with 24 players on a team we will have to cut down to 18 for conference play.

The level of talent and competition for spots is well beyond what previous years have taught us to expect. The players arrive on time, practice hard and do what their told

with enthusiasm and purpose. They seem to expect to be coached. Ken does not always arrive on time. It usually (at least this year) has something to do with his new puppy.

At striker Aaron Williams and Shawn Iversen return from last year. Both have promise, perhaps big time promise, but both were hampered by injuries and inconsistent last year. Shane Mummery, my daughter's old boyfriend, gives us a third, big, fast striker with demonstrated goal-scoring ability with other teams. Ken and I anticipate big seasons out of all three -- we toy with using all three forwards at the same time, moving one to a starting midfield position, or rotating the three constantly in two striker positions so our forwards can do more running in a high pressure midfield trap defense. Within two weeks we will settle on the third option. Craig Black and Brian Brady are fighting for the fourth and last striker spot on the team. Both are young and promising. Black has the edge over Brady in terms of quality competitive experience.

I am looking to keep three or four outside midfielders. Kevin Snowdon, voted the team's outstanding rookie last season, will play outside right, and Merv Byres will be moved from centre-midfield where he played last year out to the left. Mike Moraal, new this year with great ball skills but out of shape, will, at the very least, back up Merv and Kevin at the outside positions.

Centre midfield is full of question marks, but the right combination of players may provide the answer. Tom Fast, my oldest son, is the team's only veteran of two seasons. An excellent defensive and strategic player with good ball control and field vision, Tom is slower than molasses in January and not an impact player on offense. Jason Hampton is

17 years old and from Maple Ridge. He runs like the wind and tirelessly makes good decisions, works hard on defense, has a good shot, and has obviously had good coaching. He must be too good to be true because he is only 17. But God in her wisdom, realizing that we might lack maturity in the mid-field, sent us twenty-nine year old John Wedel from Yarrow, (I had been recruiting John for FVC since '87). While not much faster than Tom, John can see the field, has outstanding ball skills, and would act to control the pace of the game, even against top level competition.

Similarly, at full-back we have talent, but it isn't clear if and how the pieces will fit together. Other than at sweeper of course, where Kyle Williams (Aaron's twin brother) was very solid if somewhat inconsistent in '89, and should be the cornerstone of our defense this year. Nathan Jansen has been moved (at his request) to left back from left-mid field. Everyone says he's been great at that position for his off-season club but I haven't seen him play there yet. Jarrod McAleese, a Celtic warrior of mythic proportions with very bad knees, returns after an injury-riddled season last year. If he is healthy, he could help us a lot. Al Unger, an experienced fullback as old as his friend Wedel, still has good speed, goes in hard and plays with intelligence.

Then there is Reid Trustham, FVC basketball player, who arrives with size, speed, some obvious skills, a powerful kick and a tremendous long throw. I know he will help us a lot on set plays, but I'm not sure how good or consistent a general player he is. An ankle injury has slowed his full participation in camp. If Reid and Jarrod stay healthy and play as Ken and I expect them to play, we have a stable of good fullbacks. But if they succumb to injury, our ranks at the back are

thin. Craig Draper, Hampton's friend from Maple Ridge, will make the team as a fullback or mid-fielder. Right now we work him at fullback for fear we won't have the depth we need at the back.

We have four keepers in camp, all new comers. The two best, probably, are David Jones and Jason Bekar, both of whom have only been playing keeper for a few years. Bekar's exceptional athleticism has caught the eye of many coaches including Tony Waiters who has coached and encouraged Bakar's move from striker to keeper. Jones is less spectacular than Bekar, but his hard work, diligence, and the consistency of his play will make a good contest for the number 1 spot. Tomorrow night and Thursday night we will begin to see what we've got.

Wednesday, August 24

We play the Chilliwack under-21 team. They field a number of good players (some former Cascades), but it is early in their season so they are fairly disorganized and in poor condition. We dominate but they score the only goal of the first half. Aaron, Mike & Shawn score consecutive goals in the second half to put us up 3-1. Reid pulls down a Chilliwack attacker in a low percentage position in our own penalty area at the end of the game. They convert the penalty; we win 3-2.

Thursday, August 30

The Cascades play an Aldergrove Youth Team composed of 16 and 17 year olds. We score a lot of goals and win 10-0. It's a good game for us because we get to attack 85% of the game and our attackers get to know each other. It's a good game for them because they get to experience first hand the level of

soccer they have yet to learn to play. And, if we become famous, they will be able to say they've "played" us.

We will take Friday, Saturday and Sunday off, but begin a week of practices on Labour Day Monday.

Monday, Sept. 3

"Crucial" is becoming the flagship word in my vocabulary. This is a crucial week of preparation. Practice today and tomorrow, exhibition game Wednesday, practice Thursday; then we rest our legs on Friday before two games on both Saturday and Sunday in our tournament. Seven teams will join us in Chilliwack for the third edition of the annual event, four from the state of Washington. As tournament co-ordinator I have placed us in the difficult side of the draw against Green River (from Auburn, Washington), VCC, and defending Tourney champs Pierce College (from Tacoma). Last year we used the tournament to look at players, experiment with line-ups and make final cuts. This year we want to go into our tournament with line-ups and basic systems of attack and defence already in place, including set plays. That way we will be able to use the Tourney to evaluate strengths and weaknesses, and then use the following two weeks before the conference opener at Cariboo to perfect what works and fix what doesn't. It is a good plan, but it gives Ken and I only four days to get the team where we want it in time for the weekend.

I have cut six players. Twenty-three players are still in camp including Marcel Stephenes who just arrived out of the blue from Prince Rupert with his girlfriend who plays low post on the Lady Cascades basketball team. He is badly out of shape but he's a big strong guy

with a powerful shot. Maybe he will be able to help us.

Tuesday, Sept. 4

First day of classes. We work on the systems by which we will attack and defend our corner, direct and indirect kicks.

Wednesday, Sept. 5

We play the Chilliwack Division I team and carry much of the play. But they defend well and while they don't produce much of an attack, neither do we. Late in the 1st half Reid makes a very bad pass back to his keeper Jason Becker and scores for the other team into his own net. With a few minutes left in the game, Aaron sets up Shane for the tying goal. With a few seconds left in the game, Reid plays a bouncing ball with his hand in his own penalty area for no apparent reason. They convert the penalty shot and win 2-1. Our team is angry with themselves and angry with Reid for the loss. The coaches are forced to ask themselves if Reid is the fullback they're looking for. He plays very well until he doesn't, and when he doesn't has cost us three goals. I cut two goal keepers and keep Jones and Becker.

Thursday, Sept. 6

Ken and I cut a player who was trying to return from last year. We hated to do it; he had played some good soccer for us and we liked him a lot. We also cut Brian Brady. The roster is down to 21.

Friday, Sept. 7

Ken and I lay out and line two pitches at the Chilliwack Fairgrounds oval.

Saturday, Sept. 8

In the morning we shut out Green River 3-0. Merv and Jarrod score goals resulting from free kicks (Tuesday's set play work is paying off already) and Shawn adds our third goal before half. David Jones makes a couple of big saves to earn the shutout. VCC will be a much tougher test in the afternoon.

VCC has an outstanding mid-field led by the 86ers Rob Aujla, so we counter with five mid-fielders and only three fullbacks, what we call a 3-5-2. We put this unorthodox system in last year for the BCIT game and had good success. John Wedel, Jason Hampton and my son will overload mid-field while our forwards pressure their fullbacks out of supporting roles. The object is to stop attacks at their source. It seems to work. We bottle up VCC completely. Tom marks Aujla and shuts him out. Nathan and Shane score goals set up by free kicks and Kyle converts a penalty shot. We win the half and the game 3-0. Jason Becker makes a couple of big saves to earn the shutout. The players like the 3-5-2. They want to use it again. So do Ken and I.

Sunday, Sept. 9, 8 a.m.

My daughter Katherine drops me off at the Fairgrounds to set up for the tournament's second day. We are all alone on the fields where she will leave me and be driven to Seattle where she will then fly to South Africa. She had been scheduled to leave next January but her plans had changed in the last two weeks. I will not see her for two or three years. Katherine had been at the tournament all day Saturday. We stood there. I said something inconsequential about her journey to the heart of whitest Africa. Grinning, she said, "have a good life, eh."

Then, seriously, she said, "You guys had better win this tournament."

Pierce gave us fits in the first half by attacking in a way we had yet to prepare for. But we held on for a scoreless half, made adjustments in our marking scheme, and completely dominated the second forty-five minutes. Shane Mummery, obviously handling the loss of my daughter much better than I was, scored a great goal early, and John Wedel added an insurance goal late to put us into the championship final against Malaspina. Wedel and McAleese are limping on bad knees, Moraal and Stephens are out with blown quads, while Al and Reid are committed elsewhere. The final against Malaspina will be a bit of a gut check.

We run 3-5-2 and take a half-time lead on a great break and shot by Shawn Iversen. They score late in the game, but Kyle gives us a 2-1 victory in the closing minutes on a penalty shot after his brother Aaron is taken down in the penalty area. We win four straight games by a combined score of 10-1. We are happy and definitely ahead of last years rate of development.

And we have video-tape. My son Travis will tape our games. Ken and I go to my house and watch video tape. Ken goes home about 11:00 and I watch more video tape. We're on schedule, but there are only two weeks to get ready for Cariboo. It is 1:00 a.m; it has been a long day.

Monday, Sept. 10

Day off for the players. Jane Antil calls and says Cariboo is hosting a tournament on the weekend and needs a fourth team so bad they will let us in for free. Three games against good competition is better than what we can

arrange locally so we decide on the spot to go. Wedel and Aaron Williams are banged up and will stay home. Marcel, Mike and Jarrod will go, but are limping badly and will play little if at all. This tournament and road trip is a big break for us in terms of preparation and togetherness. I call Evita and tell her I will be in Kamloops on Friday, Saturday and Sunday. The injuries to John Wedel and Jarrod will force us to put Reid back into the starting line-up and move Craig Draper to central mid-field to back up Tom and Jason Hampton. As it turns ut, these two changes will shape the line-up we use for the rest of the season.

Saturday, Sept. 15

We play miserably against Cariboo College and lose 2-1. Bekar makes mediocre plays on both goals. Kyle becomes so distraught with his dismal play he takes himself out of the game. The list goes on. We play Cariboo next Saturday here in Kamloops when it counts; and Cariboo is by far the weakest team (other than ourselves, perhaps) in this tournament. The Team will go out to dinner together, sleep, and try to re-group for the Sunday morning game. The coaches and some players study the video of the game in our motel room.

Sunday, Sept. 16

Riversyde is the outstanding men's team in the Okanagan and they take us to school. We lead 1-0 on Kyle's early penalty shot, and pull even 2-2 mid-way through the second half on Hampton's breakaway goal, but are quite outplayed and inevitably fall 4-2. We are beat up, depressed and tired, and face the Okangan Sun of the Pacific Coast League in the afternoon. If we don't salvage something in that game, this weekend could be a

disaster. Reid and Nathan are playing very well at fullback.

In the first half the Sun are all over us. We virtually never get out of our own end and they score two goals on great shots past David Jones from thirty yards. Poor David has seen more shots in this half than he has seen all season. I put Bekar in goal the second half to give David a break.

We begin to get our share of the play but produce nothing positive in terms of attack. We have so many injuries that we have no subs. Two guys with bad ankles are trading off with each other and the rest of the bench is packing up to go home. With thirty minutes left, for no reason, Shawn Iversen runs hip to hip down the centre and buries a cannonading shot from 35 yards, the likes of which Cascade soccer has never seen before. Five minutes later he does it again, from 30 yards out on the right to tie the game. It's a miracle. The blind can see. The lame can walk and want me to put them back in the game. We come in waves. Merv and Shane take over the left side and the game until Shane converts Merv's great pass in tight space to win the game 3-2. Bekar makes a big save at the very end to seal the victory.

Our happy team, souls restored, limps to the showers. From the field at Kamloops you can see for miles. The gods have blessed us. Inspired by Iversen's Viking heroism, perhaps we can regroup, return to Kamloops in six days and beat Cariboo when it matters.

I ride the Coquihalla home with Ken. Like the team, we are exhausted and relieved. He and I create a draft of the weekend press-release in the car. In anticipation of the Cariboo game, we discuss line-up dilemmas.

Jarrold, Marcel and Mike are hurt. Snowdon will miss the game at right mid-field because his sister is getting married. We could put Shane in Snowdon's spot, but that would leave us with only Craig Black to back up at striker. We could keep Shane in the regular striker rotation with Shawn and Aaron, and start Reid at right-half. But that would leave us with only three regular fullbacks, Kyle, Al Unger and Nathan, with Craig Draper starting if we use four fullbacks, and backing up if we use three; but having three full backs means five mid-fielders and then Craig is the only healthy back-up at mid-field, even if Wedel recovers. We need to make a decision by practice Tuesday.

Ken drops me off in Sardis at about 10 p.m. It has been a long day.

Monday Sept. 17

No practice today, but Craig Black came to tell me that he has a job at Save-on-Foods that he can't turn down, and will be leaving the team. I call Ken and we decide to recall Brian Brady to give us a fourth striker.

Wednesday Sept. 19

Brady, who we cut 13 days and two tournaments ago, is back on the roster and practicing with the team. Al Unger is absent without explanation for the second consecutive practice. Jarrod's knee is not recovering as we had hoped. I try to paper over our personnel problems and focus the team in preparation for the Cariboo game.

Thursday Sept. 21

Al meets with me and says he must give up soccer if he is to juggle school with the other variables in his life. I tell him it's a decision

which I respect. At practice I lie and say Al has an injury that will keep him sidelined for the weekend.

Necessity is the mother of all line-ups. Shane will have to play right midfield and Brady, ready or not, will have to back up at striker. Reid will have to play fullback with Nathan and Kyle, and we will be forced to play 3-5-2 against Cariboo. Draper will have to back up Wedel, Tom and Hampton at centre midfield, as well as at fullback. If we need to run a fourth fullback, Draper is our man there too, as everyone else is either hurt or at his sister's wedding.

CONFERENCE PLAY

Saturday Sept. 22

Aaron Williams takes down a long ball from Reid and scores on a great shot fifteen minutes into the game. Later in the first half Aaron plays another great ball from Reid to Shawn Iverson who makes it 2-0. In the second half, Aaron strips their fullback and sets up Shawn to complete a 3-0 shutout over a disappointed Cariboo team we had never beaten before. Reid, Nathan and Kyle all look good in our three fullback set. The midfield executes the 3-5-2 midfield trap to perfection. Brady gives us a solid 30-minutes of "fresh legs" at striker. Iverson gets a "red card" for retaliating against the Cariboo fullbacks who tried to hack him down after his second goal. We have won our first game and we are tied for first place. We have never been in first place before.

When I get home, I find out that the family car is dead. Probably the transmission.

Sunday Sept. 23

Day off for the team, but Ken and I, along with our video man Travis, drive (in Ken's car) to Capilano to scout their game with Cariboo. We play Capilano Saturday in our home opener. Capilano was Canadian Collegiate Champions in 1988 and second in Canada in 1989. The Cascades have never beaten Capilano. We aren't counting on beating Capilano to make the playoffs, but I don't want us to be humiliated; we will need confidence against teams like Capilano if we are to have any chance in the playoffs. Ken concentrates on their attacking play and individual players. I scout from behind Capilano and analyse their systems of attack and defense. I also chart all of their set plays—corners, free kicks, goal kicks, throw-in plays, etc. Travis gets the game on video tape from the highest point adjacent to the pitch. Ken and I drive to Chilliwack to look at the tape, and develop a Capilano game plan so we can begin to teach the plan at Monday's practice. This is a ritual that will be repeated many times.

Monday Sept. 24

I tell the team it is important to prepare well for Capilano. If we lose, we will know what to fix for the playoffs; if we win, we will likely be ranked among the top ten teams in Canada.

Tuesday Sept. 25

We focus on shutting down their excellent midfield led by Canadian Olympian Mike Dodd. Hampton will be assigned to the quick Dodd and Tom will shadow the other central player. Wedel will move to double on both, so we can stop Capilano's attack at its source, Mike Dodd.

Wednesday Sept. 26

We work on set plays and give special attention to the way Capilano was observed to attack on corners.

Thursday Sept. 27

We promise the team a party at my house if we beat Capilano.

Friday Sept. 28

Ken and I line the field for Saturday's game and then drive with Travis to TWU to scout the TWU-Malaspina game. We will have copies made for the team Monday, but we file it and re-focus on Capilano.

Saturday Sept. 29

We come out all over them. At the five-minute mark, Capilano fails to clear Reid's long throw into their penalty area. Shane flicks a bouncing ball to Kevin Snowdon whose shot rebounds off the Capilano keeper, and back onto the head of diving Aaron Williams for the goal. At 35 minutes, Paul Daily of Capilano intercepts Reid's marginally ill-advised pass and buries a great shot to tie the game. But in the last minute of the half, Brian Brady, on to give Shane a rest, beats the surprised Capilano defenders to a long ball with a deceptive burst of speed, and they have to take him down inside the area. Kyle scores on the penalty and we lead again.

Capilano is all over us in the second half, but, though dominated, we don't surrender much in the way of scoring opportunities. Jarrod comes in for Tom and plays outstanding defense. Capilano gets fourteen

corner kicks in the second half and we defend them all. We win 2-1. We have a party at my house. We all watch the tape of the game—especially Aaron's goal and Brady's dive—over and over.

Sunday Sept. 30

Ken and I take a day off. I still haven't had time to see what's wrong with my car. Evita arranges to borrow Janet Urquhart's car. It is not insured, so Janet has to get "seller's insurance" ten days at a time, and we cannot try-out the car after dark.

Thursday Oct. 4

We play TWU tomorrow in Langley. We hold a team meeting at the Campus for photos (thank you, Richard) and strategy session. A win against TWU will make the road to the playoffs an easy one, and TWU is a local rival we always tie but never have beaten. The national rankings come out next week, and with a win we should be on that list. This is heady stuff. We're all having a real good time and we don't want to stop. We are also getting healthy. I need to get some of these guys some playing time so that they can play confidently and comfortably with the rest of the team. Over the long haul you must have depth. Mike Moraal will give Merv's shin splints a rest and get the start at left midfield.

Friday Oct. 5

Aaron steals a pass back to the TWU keeper and scores at four minutes. Shawn and Shane each score as does Kyle who won't miss a penalty all season. Jones gets his first conference start in goal and looks solid in the shutout. Sunday next is VCC, the only other undefeated team.

Saturday Oct. 6

Travis and I arrive at the BCIT/Malaspina game where we are to meet Ken who is bringing the video equipment. By the time Ken arrives, both teams have scored on set plays, a Malaspina full back has been thrown out, and BCIT has built a 3-1 lead. Ken says he was late because he stopped for breakfast at the McDonald's Drive-Thru, ordered a hamburger without anything on it, and destroyed their delivery system altogether. Maybe so.

Wednesday Oct. 10

After practice, Ken and I go to Swangard to see Capilano play BCIT. We need a better look at BCIT and we need to keep an eye on Capilano. It's very cold. Ken and I are old and shiver a lot.

Thursday Oct. 11

We won't get to see VCC until Saturday when they play TWU. Our team will meet at 8:30 Sunday morning to receive the detailed game plan. We have practised attacking on set plays this week. We may well need set play goals to win big games. We are rated 6th in Canada. VCC is rated fifth. This game is for first place. We're a bit scared.

Saturday Oct. 13

Evita and I drive to UBC to scout VCC. Ken gets the day off to coach his son's soccer team. TWU is confused about the game time and shows up too late for it to be played. We will have to play VCC without seeing them.

Sunday Oct. 15

VCC controls the ball and the play, but we aren't giving them any good shots. Wedel, Hampton, and Tom are breaking up their attack at midfield, Merv and Snowden are making brilliant transitions from defence to attack, and any two of Aaron, Shawn and Shane are giving their big-city fullbacks fits in the open space of our counter attack. Aaron misses a great early chance after Shane makes a wonderful play to set him up.

Ten minutes before half-time, Aaron scores the first goal in his fourth straight game when he appears at the last instant to touch home Snowdon's perfect lay-off from a near post corner. We had worked on that play all week. Near misses by Shawn, Merv and Reid, a goal-saving tackle by Kyle, a great goal by Snowie, and some big saves by Bekar, and we are all alone in first place.

Tuesday Oct. 16

We are ranked #4 in Canada. We play Malaspina Saturday at home and BCIT there on Sunday. Difficult games, but I know we only need two points out of the weekend and we will finish in first place because Selkirk and Royal Roads on the following weekend are very safe bets for us.

Friday Oct. 19

Ken and I line the field.

Saturday Oct. 20

Reid sets up Snowdon in the fifth minute for a pretty goal, but although we dominate the game throughout we cannot score again.

Malaspina hacks, grabs, punches, clutches and trips. The referee doesn't seem to mind and it takes us out of our game. Malaspina ties the game on a penalty shot after Reid is called for a foul in his own penalty area. The final score is 1-1.

Sunday Oct. 21

The team meeting begins at 10:30 on the Abby campus. To stop BCIT we must stop CSL all-star Geoff Aunger at midfield and 86'er Dave Fiorvento at striker. Seventeen-year old Hampton will mark Aunger; Reid will draw Fiorvento. Both do a great job, our team defence is excellent, Bekar makes several key saves, and we shut them out. Shane, Nathan, Snowie, Shawn and Mike Moraal lead an effective attack, but we fail to finish. The referee fails to make two calls which should have given us penalty shots, and we play to a scoreless draw.

Tuesday Oct. 23

We are still in first place. This is a week to rest injuries, get the subs some playing time, win two easy games, and gear up for the play-offs. We have fallen to 5th in the National rankings. I finally get my car to the mechanic to install a "pre-owned" transmission.

Friday Oct. 26

Using Janet's car, Evita and I line the field.

Saturday Oct. 27

We defeat the Royal Roads 5-1. Everyone gets to play a lot. Jones gets the win in goal, but injures his shoulder. He will be out for the season.

Sunday Oct. 28

We finish the season undefeated and in first place by beating Selkirk 3-1. Wedel rests his knee; Shane scores two goals and sets up Shawn for the third. Bekar gives up his only "bad goal" of the season. Tom stays behind after everyone except Ken and me has left to help us take down the nets in the cold rain. Tom has played on teams I have coached in Chilliwack for thirteen years. This is our last game together on a Chilliwack pitch. Tom and I are very close.

PLAYOFFS

Monday Oct. 29

Team meeting in Abbotsford. As top seed in the provincial tournament, we draw BCIT in the semi-final, Saturday. If we win, we play the winner of the Capilano-VCC semi-final in the final on Sunday. Both games are at UBC. If we win Sunday, we fly out early Tuesday morning for six days in Nova Scotia and the national finals. If we lose either game on the weekend, we are finished. We must all make arrangements as if we are going to win. We begin to install the game plan for BCIT.

We are ranked 4th in Canada. I'm selected Coach of the Year in BC, and am nominated for the National award. I remind the team that you're never as good as you look when you win, or as bad as you look when you lose.

Saturday November 3

We meet at 9.30 in Abbotsford and carpool to UBC for the game at noon. I'm driving Janet's car. BCIT's Aunger must sit out due to a red-card in his final conference match.

Reid marks Fiorvento into the rain-swept pitch. We control a scoreless first half. With twenty minutes to go in the game, Reid plays a perfect free-kick ball into the path of Aaron's diving head after a brilliantly timed run. Aaron's goal gives us the lead. Jarrod comes on for Nathan and defends so magnificently he will be named to the Tourney All-Star team for his 20-minutes of play. Bekar makes a huge save with his face on Fiorvento's only good chance. We win. Ken, Travis and I stay on to scout and tape the Capilano/VCC semi-final. Capilano wins 1-0, and Mike Dodd gets a red card. He will be out for the final. We drive back to Chilliwack to join Tom to study the Capilano tapes and polish off the game plan for the final. We have all come unstuck in time.

Sunday Nov. 4

Team meeting at the Abby Campus in the morning. The team is too sober, too serious, intent on winning but exhausted by the excitement of the journey. So am I. Our scouting is of limited value because we have no idea what Capilano will do without Dodd who is normally at the centre of everything. His absence actually hurts us in terms of strategic preparation.

At the Grandview Highway exit off the freeway, a woman turns in front of Snowie's car and a major collision occurs. The other team cars arrive at the scene of cops and tow-trucks. No one is hurt, but the cars are totalled, Snowdon is detained and Draper, Hampton and Moraal who were riding with

him, are shaken. Moraal will have to start for Snowie, who will eventually arrive late for the game.

I get outcoached and we get outplayed, but we lead Capilano 1-0 at half time after an inspired run and shot by Shawn and an alert follow-up by Shane to score on the rebound. We make a number of adjustments at half, but Capilano ties the score with 30 minutes left to play. Capilano then goes to three strikers, and I counter by replacing Tom at mid-field with Jarrod at centre full-back. Nathan's leg cramps, and I replace him at fullback with Draper who normally plays mid-field. At sixty-nine minutes, Draper's pass to Wedel gets stuck in a puddle. The Capilano player plays a harmless looking cross, but the ball bounds awkwardly off Jarrod's foot into open space and Capilano takes the lead on the shot that follows. This is the first time we have been behind since Shawn scored his two great goals against the Okanagan Sun on September 16th. We put on some pressure, but a misplayed kick by Bekar leads to Capilano's third goal with five minutes left. The fairy tale is over.

I hold a team wake at my house that evening. Everyone is too exhausted and depressed to drink. We look at videos of games we had won. Some of the players drive to our field in Chilliwack and stare out across it together.

Capilano will get on the flight for Nova Scotia Tuesday morning and proceed to win five straight games and a national championship. My car finally comes back from the mechanic.

Scott Fast

C-IEA Watch . . .

"Nobody else wants to go to the C-IEA Technical and Policy Development Conference...go ask Susan."

Well, there you are, acquire a reputation for attending C-IEA meetings and you get to stay overnight at the Sheraton and spend a day and a half engaged in discussions, workshops, and plenary sessions. Actually, I enjoyed myself, so I suppose I deserve what I get.

Because the conference took place long after deadline, and there was only a page set aside in this issue, this report will be very brief. In any event, C-IEA will be sending around a more complete report in the near future.

The Technical and Policy Development Conferences are held each fall and spring and are meant for the president, grievance chair, and negotiations chair of each local.

Friday, April 12, saw a farewell dinner for Tom Beardsley who is leaving C-IEA after many years to work for BCIT. After the levity we were hustled over to the Sheraton for the evening's talks.

The guest speakers were Gary Mullins, deputy minister for Advanced Education, Training and Technology, and Gil Johnson, executive director of the Advanced Education Council of BC. The message was not unexpected: resources are shrinking and the province needs more and better-trained workers.

Planning future developments in the college system is in the hands of the Human Resource Development project, chaired by Gary Mullins. That C-IEA president Ed

Lavalle is a member of the steering committee is generally viewed as a sign that the government is starting to regard C-IEA as an important lobby group.

All the same, the HRD project came in for spirited criticism during the meeting with Mullins and Johnson, as well as during the sessions on Saturday morning, which dealt with philosophical considerations and labour-relations concerns with the future of the college system.

On Saturday afternoon the meeting was divided into discussion groups according to position: president, grievance chair, or negotiations chair. These seemed to centre on the necessity of more emphasis on professional development, or, as it is now called, "faculty development." It became clear to me that the FSA has some of the best short-term PD in the system.

During the summaries late on Saturday, I was struck by a seemingly major contradiction at the heart of C-IEA today. People argue forcefully that more employee involvement in the running of the colleges is necessary to make the system work. Others argue just as forcefully that employees must not get "co-opted" by management into making policy. I do not see how we can have both Senate-like powers and *not* be involved to some extent in policy decisions.

In fact, I am beginning to understand why some members of the FSA wish to review our membership in C-IEA. The attitude of C-IEA hardliners, some of them on the staff, seems to be that, if a local does not fit precisely into their ideal adversarial roles, it

is to be ignored or even mocked. Now, I don't buy into the "everything is collegial, we are all buddies together" model, but I have seen worthwhile and unusual results of the FSA's slightly less adversarial methods. Surely there should be room for a little flexibility in an organization which uses "flexibility" as a common buzzword?

It cannot be denied, however, that C-IEA is becoming an increasingly powerful lobby

group. Obviously, there is strength in numbers, and we certainly can learn a great deal from the many other locals about what works and what doesn't. It seems to me that continued membership in C-IEA is worthwhile; we gain a lot from our involvement even if we don't always choose the same approach.

Susan Milner

**There will be a very interesting conference at Langara May 10 - 12
entitled**

**"WORKING KNOWLEDGE: LABOUR & LEARNING IN THE
TWENTY-FIRST CENTURY"**

**If you are intrigued by this, please let me know—I have a leaflet describing it.
Looks very interesting (really!).**

Susan Milner

FSA NOMINATION FORM

ELECTION OF OFFICERS YEAR 1991/92

Nominations shall be open until the Annual General Meeting and shall close at the Annual General Meeting.

Please complete and forward to Fenella Sobchuk in the FSA Office, Abbotsford campus.

POSITIONS TO BE FILLED: (15 in total)

President
First Faculty Vice-President
First Staff Vice-President
Second Faculty Vice-President
Second Staff Vice-President
Recording Secretary
Treasurer
Contract Chair
Communications Chair
Grievance Chair (Faculty)
Grievance Chair (Staff)
Professional Development Chair
Agreements Chair
Job Classification Audit Chair
Occupational Health & Safety Chair

I NOMINATE _____

FOR THE POSITION OF _____

(name and signature of NOMINATOR)

(date)

I ACCEPT THE NOMINATION _____
(signature of NOMINEE)

Please complete and forward to Fenella Sobchuk in the FSA Office, Abbotsford campus.

Editor's Note: On the following pages, you will find Part Two of a summary of Profiles for the Nineties: Vital Issues for B.C. Colleges and Institutes. Part One was published in the February issue.

7.1.4 Sexual Harassment

C-IEA RECOMMENDS THAT SEXUAL HARASSMENT POLICIES WITH INFRACTION PROCEDURES MUST BE DEVELOPED AND IMPLEMENTED AT ALL POST-SECONDARY EDUCATION INSTITUTIONS.

C-IEA RECOMMENDS THAT THE PROVINCIAL GOVERNMENT PROVIDE FUNDING AND OTHER RESOURCES TO GATHER INFORMATION REGARDING SEXUAL HARASSMENT POLICIES AND INFRACTION PROCEDURES AND TO COORDINATE THE DISSEMINATION OF SUCH INFORMATION. GOVERNMENT FUNDING SHOULD ALSO BE ALLOCATED FOR AN EDUCATION CAMPAIGN TO FACILITATE THE PREVENTION OF SEXUAL HARASSMENT.

7.1.5 Physical Security

C-IEA RECOMMENDS THAT THE MINISTRY OF ADVANCED EDUCATION ENCOURAGE AND ENABLE (THROUGH ADEQUATE FUNDING LEVELS) POST-SECONDARY INSTITUTIONS TO ESTABLISH SAFETY COMMITTEES WHICH WOULD IDENTIFY AND CORRECT ENVIRONMENTS DANGEROUS TO THE FEMALE MEMBERS OF POST-SECONDARY INSTITUTIONS.

7.1.6 Gender Balanced Enrolment in College Programs

C-IEA RECOMMENDS THAT THE MINISTRIES OF EDUCATION AND ADVANCED EDUCATION, TRAINING AND TECHNOLOGY MUST ENHANCE AND PROMOTE FINANCIAL ASSISTANCE PROGRAMS, OUTREACH PROGRAMS, COUNSELLING SERVICES, BRIDGING, REMEDIAL AND OTHER PROGRAMS DESIGNED TO INCREASE WOMEN'S PARTICIPATION IN ALL AREAS OF ADVANCED EDUCATION AND TRAINING.

C-IEA RECOMMENDS THAT EVERY COLLEGE AND INSTITUTE HAVE BOTH FEMALE AND MALE COUNSELLORS TO HELP ENSURE THAT THE SPECIFIC NEEDS OF FEMALE STUDENTS ARE MET, BOTH THROUGH COUNSELLING AND REFERRALS.

7.1.7 Support for Women's Studies Programs

C-IEA RECOMMENDS THAT THE MINISTRY OF ADVANCED EDUCATION, TRAINING AND TECHNOLOGY ALLOCATE FUNDING FOR THE IMPLEMENTATION AND SUPPORT OF ACADEMIC WOMEN'S STUDIES PROGRAMS.

7.1.8 Encouraging the Use of Gender-Neutral/Non-Sexist Language

C-IEA RECOMMENDS THAT THE USE OF GENDER-NEUTRAL LANGUAGE IN THE CLASSROOM AND THROUGHOUT THE INSTITUTION SHOULD BE POLICY IN ALL PARTS OF THE EDUCATIONAL SYSTEM.

7.2. ABORIGINAL RIGHTS

C-IEA RECOMMENDS THAT COUNSELLORS AND INSTRUCTORS WHO ARE KNOWLEDGEABLE REGARDING THE NEEDS OF THE NATIVE COMMUNITY BE BROUGHT INTO THE COLLEGE AND INSTITUTE SYSTEM. C-IEA FURTHER RECOMMENDS THAT PROFESSIONAL DEVELOPMENT OPPORTUNITIES WHICH SENSITIZE AND INFORM FACULTY, STAFF AND MANAGEMENT ABOUT NATIVE COMMUNITY NEEDS AND CULTURE BE MADE AVAILABLE AND ADEQUATELY FUNDED.

C-IEA RECOMMENDS THAT PROGRAMS WHOSE CONTENT AND STRUCTURE IS RELEVANT TO NATIVE COMMUNITIES BE INTRODUCED INTO THE COLLEGE AND INSTITUTE SYSTEM.

C-IEA RECOMMENDS THAT GOVERNMENT DECISIONS AS TO FUNDING LEVELS AND ALLOCATION FOR NATIVE POST-SECONDARY EDUCATION BE DONE IN CONJUNCTION WITH REPRESENTATIVES OF NATIVE COMMUNITIES.

C-IEA RECOMMENDS THAT ADEQUATE FUNDING LEVELS MUST BE ALLOCATED FOR THE IMPLEMENTATION OF THE ABOVE RECOMMENDATIONS.

7.3 THE DISABLED

C-IEA RECOMMENDS THAT THE SPECIFIC NEEDS OF THE PHYSICALLY AND LEARNING DISABLED SHOULD BE ADDRESSED THROUGH A VARIETY OF MEASURES INCLUDING: INCREASED LEVELS OF FINANCIAL SUPPORT, ENSURING THAT CAMPUSES ARE PHYSICALLY ACCESSIBLE AND HAVE PROPER EQUIPMENT, OFFERING SPECIALIZED COUNSELLING SERVICES, OFFERING AWARENESS PROGRAMS FOR STUDENTS AND STAFF AND SUPPORT FOR SPECIALLY TRAINED STAFF.

C-IEA RECOMMENDS THAT THE LEARNING DISABLED BE GIVEN ACCESS TO SPECIAL PROGRAMS SUCH AS PRE-EMPLOYMENT AND SOCIAL AND LIFE SKILLS CLASSES.

C-IEA RECOMMENDS THAT THE PROVINCIAL GOVERNMENT RECOGNIZE AND MEET THE INCREASED COST TO INSTITUTIONS OF IMPLEMENTING THESE RECOMMENDATIONS.

7.4 VISIBLE MINORITIES

C-IEA RECOMMENDS THAT THERE BE AN ACTIVE PROGRAM TO PROMOTE CULTURAL AND LINGUISTIC TOLERANCE WITHIN THE COLLEGE AND INSTITUTE SYSTEM AND THAT SUCH THINGS AS WORKSHOPS, LECTURES AND DISPLAYS BE ENCOURAGED AND FUNDED BY THE PROVINCIAL GOVERNMENT TO THIS END.

C-IEA RECOMMENDS THAT WITHIN THE PARAMETERS OF ACCEPTED ACADEMIC STANDARDS, THE HIRING AND ADMISSIONS POLICIES OF POST SECONDARY INSTITUTIONS SHOULD AT THE VERY LEAST REFLECT THE DEMOGRAPHIC BREAKDOWN OF UNDER-REPRESENTED GROUPS WITHIN THE LARGER COMMUNITY.

C-IEA RECOMMENDS THAT COLLEGES AND INSTITUTES ACTIVELY SOLICIT INPUT FROM MINORITY GROUPS ON CAMPUS WITH REGARD TO THEIR NEEDS AND CONCERNS.

7.5 SENIORS

C-IEA RECOMMENDS THAT THE MINISTRY OF ADVANCED EDUCATION, TRAINING AND TECHNOLOGY PROVIDE FUNDING FOR COLLEGES AND INSTITUTES TO LIAISE WITH SENIORS' GROUPS IN ORDER TO IDENTIFY AND ELIMINATE BARRIERS TO THE PARTICIPATION OF SENIORS.

SECTION 8 ACCESS: INFORMATIONAL AND FINANCIAL BARRIERS

8.1 INFORMATIONAL BARRIERS

C-IEA RECOMMENDS THAT, IN CONJUNCTION WITH THE BRITISH COLUMBIA COLLEGES AND INSTITUTES COUNSELLOR'S ASSOCIATION, THE MINISTRY OF AETT DEVELOP AND WORK TOWARD A PLAN TO APPROPRIATELY INCREASE COUNSELLING AND ADVISING SERVICES IN THE COLLEGES AND INSTITUTES.

8.2 FINANCIAL BARRIERS

C-IEA RECOMMENDS THAT THE EQUALIZATION PORTION OF STUDENT ASSISTANCE SHOULD BE MADE AVAILABLE TO STUDENTS IN ALL YEARS OF STUDY AND SHOULD COMPRISE A SIGNIFICANT PORTION OF THE ALLOCATION PER STUDENT.

C-IEA RECOMMENDS THAT FUNDING FOR STUDENT FINANCIAL ASSISTANCE SHOULD BE RETURNED TO THE 1982-83 LEVEL OF \$33 MILLION, TAKING INTO ACCOUNT BOTH ENROLMENT GROWTH AND COST OF LIVING INCREASES.

C-IEA RECOMMENDS THAT A SPECIFIED EXTENSION TO THE INTEREST-FREE PERIOD FOR THE REPAYMENT OF STUDENT LOANS BE INSTITUTED.

C-IEA RECOMMENDS THAT THE MINISTRY OF ADVANCED EDUCATION, TRAINING AND TECHNOLOGY CLEARLY INFORM STUDENTS AS TO THE DIRECT AND INDIRECT (REAL) COSTS OF REMAINING IN POST-SECONDARY EDUCATION FOR THE DURATION OF A PROGRAM.

C-IEA RECOMMENDS THAT REGIONAL AND LOCAL VARIATIONS IN THE AVAILABILITY AND AMOUNT OF FINANCIAL ASSISTANCE TO STUDENTS BE DETERMINED AND THAT STEPS TO ENSURE EQUITABLE AND REALISTIC STUDENT AID FUNDING THROUGHOUT THE PROVINCE BE TAKEN BY THE MINISTRY.

C-IEA RECOMMENDS THAT PART-TIME STUDENTS BE GIVEN ACCESS TO THE SAME LEVELS AND TYPE OF STUDENT ASSISTANCE FUNDING AND THE SAME REPAYMENT ARRANGEMENTS AS THOSE GIVEN TO FULL-TIME STUDENTS.

C-IEA RECOMMENDS THAT THE PROVINCE MOVE TOWARD TUITION FREE POST-SECONDARY EDUCATION AND THAT FUNDS BE PROVIDED THROUGH INCREASES IN THE OPERATING BUDGETS TO COLLEGES AND INSTITUTES SO THAT INCIDENTAL ADMINISTRATIVE AND COST-RECOVERY FEES CAN BE FROZEN FOR A PERIOD OF THREE YEARS AND NO NEW FEES SHOULD BE ADDED DURING THAT TIME.

SECTION 9 ACCESS: CONCLUSIONS

C-IEA RECOMMENDS THAT A COMPREHENSIVE REVIEW OF THE POST-SECONDARY SYSTEM IN B.C. BE UNDERTAKEN. THIS REVIEW SHOULD TAKE THE FORM OF A STANDING CONFERENCE ON POST-SECONDARY EDUCATION AND SHOULD MONITOR, ASSESS, PROVIDE DISCUSSION AND COMMENTARY AND MAKE RECOMMENDATIONS ON EVOLVING POST-SECONDARY EDUCATION POLICY IN BRITISH COLUMBIA. THE CONFERENCE WOULD MEET ANNUALLY OR BI-ANNUALLY, BRINGING TOGETHER ALL THE MAJOR "STAKEHOLDERS" AND INTEREST GROUPS INVOLVED IN THE EVOLUTION OF POST-SECONDARY

POLICY IN B.C. THE CONFERENCE SHOULD BE GIVEN ADEQUATE FINANCIAL AND OTHER SUPPORT IN ORDER THAT NECESSARY BACKGROUND RESEARCH IS UNDERTAKEN AND BROAD PUBLIC ACCESS IS ENSURED.

PART TWO: COPYRIGHT AND LABOUR RELATIONS ISSUES

SECTION 10 COPYRIGHT

C-IEA RECOMMENDS THAT THE PROVINCIAL GOVERNMENT CONVENE A COMMITTEE WHOSE MEMBERSHIP WILL INCLUDE REPRESENTATIVES OF UNIVERSITY AND COLLEGE AND INSTITUTE EDUCATORS' ORGANIZATIONS AND STUDENT ORGANIZATIONS TO BEGIN A PROCESS OF NEGOTIATING LICENCE AGREEMENTS WITH CREATORS COLLECTIVES ON BEHALF OF THE POST-SECONDARY SECTOR IN BRITISH COLUMBIA.

C-IEA RECOMMENDS THAT THE PROVINCIAL GOVERNMENT STRENUOUSLY LOBBY THE FEDERAL GOVERNMENT IN ORDER TO OBTAIN BROADER EXEMPTION FOR LIBRARY AND EDUCATIONAL USE UNDER THE COPYRIGHT ACT.

SECTION 11. LABOUR LAW REFORM

11.1 EMPLOYMENT STANDARDS ACT

C-IEA RECOMMENDS THAT SECTION TWO OF THE EMPLOYMENT STANDARDS ACT BE AMENDED IN ORDER THAT THE PROVISIONS OF THAT ACT APPLY TO ALL EMPLOYEES IN THE PROVINCE AS A SET OF MINIMUM STANDARDS.

11.2 INDUSTRIAL RELATIONS ACT

11.2.1. Certification

C-IEA RECOMMENDS THAT THE REQUIREMENT FOR A MANDATORY VOTE BE ABOLISHED WHERE A UNION DEMONSTRATES MAJORITY SUPPORT THROUGH MEMBERSHIP EVIDENCE.

11.2.2. Picketing

C-IEA RECOMMENDS THAT PICKETING BE RECOGNIZED AS A MODE OF FREE EXPRESSION AND THAT RESTRICTIONS ON THE RIGHT TO PICKET BE REMOVED FROM THE ACT.

11.2.3. Last Offer Votes

C-IEA RECOMMENDS THAT DULY CONSTITUTED AND CERTIFIED UNIONS BE RECOGNIZED AS TRULY REPRESENTATIVE OF THEIR MEMBERS, AND THAT THE ELECTED LEADERSHIP BE GIVEN DISCRETION OVER WHEN VOTES SHOULD BE HELD IN BARGAINING, AND HOW SUCH VOTES ARE TO BE USED.

11.3 INTERFERENCE IN COLLECTIVE BARGAINING

11.3.1 Essential Services:

C-IEA RECOMMENDS THAT THE DISPUTE RESOLUTION PROVISIONS OF THE INDUSTRIAL RELATIONS ACT (PART 8.1) BE DISCARDED, AND REPLACED WITH NON-INTERVENTIONIST MEDIATION SERVICES PROVISIONS AIMED AT HELPING PARTIES TO RESOLVE DISPUTES WHERE SUCH ASSISTANCE IS DESIRED.

11.3.2. Built in Public Sector Wage Controls

C-IEA RECOMMENDS THAT "ABILITY TO PAY" PROVISIONS BE DELETED IN RESPECT OF PUBLIC SECTOR ARBITRATIONS.

SECTION 12 PUBLIC SECTOR COLLECTIVE BARGAINING DISCLOSURE ACT

C-IEA RECOMMENDS THAT THE PUBLIC SECTOR COLLECTIVE BARGAINING DISCLOSURE ACT BE IMMEDIATELY REPEALED.

SECTION 13 PENSION REFORM

13.1 Retroactive Eligibility for Part-Time Faculty

C-IEA RECOMMENDS THAT PART-TIME FACULTY HAVE AS A MATTER OF RIGHT, THE OPTION TO RETROACTIVELY PURCHASE PENSIONABLE TIME SERVED PRIOR TO APRIL 21, 1989 AND THAT THIS BE FINANCED JOINTLY WITH THE EMPLOYER.

13.2 The High Cost of Purchasing Additional Pensionable Service

C-IEA RECOMMENDS THAT A MORE REALISTIC INTEREST RATE ASSUMPTION BE USED WHEN CALCULATING THE COST OF PURCHASING ADDITIONAL SERVICE IN ORDER TO LOWER THE COST FOR FACULTY.

13.3. ISSUES FOR FACULTY LEAVING THE FUND

13.3.1 Lack of Information

C-IEA RECOMMENDS THAT THE SUPERANNUATION BRANCH SHOULD OUTLINE IN A LETTER (AMONG OTHER THINGS) THE PENSION BENEFITS TO WHICH THE APPLICANT IS ELIGIBLE. PROVISION OF A REFUND SHOULD BE CONTINGENT UPON RECEIPT BY THE SUPERANNUATION BRANCH OF A COPY OF THIS LETTER SIGNED BY THE APPLICANT.

13.3.2 Allowance for Reinstatement of Plan Participants

C-IEA RECOMMENDS THAT MEASURES WHICH WOULD ALLOW AN EMPLOYEE WHO HAS RECEIVED A REFUND TO HAVE THEIR PREVIOUS SERVICE CONSIDERED PENSIONABLE. C-IEA FURTHER RECOMMENDS THAT SUCH EMPLOYEES SHOULD NOT BE EXPECTED TO CONTRIBUTE MORE THAN THEIR PRIOR CONTRIBUTION PLUS INTEREST.

13.4. QUALITY AND FAIRNESS IN PENSION PAYMENTS AND BENEFITS

13.4.1 Extending the definition of a Beneficiary

C-IEA RECOMMENDS THAT PRE-RETIREMENT/DEATH BENEFITS TO THE ESTATE OR DESIGNATED BENEFICIARY SHOULD BE SIMILAR TO THAT PROVIDED THE SPOUSE OF A CONTRIBUTOR.

13.4.2. Indexing the Canada Pension Plan Offset

C-IEA RECOMMENDS THAT THE CANADA PENSION PLAN OFFSET, PAID BETWEEN AGES 55 AND 65, BE INDEXED ALONG WITH THE INCOME FROM THE COLLEGE PENSION PLAN.

13.4.3. Full Payment of Medical, Extended Health and Dental Care Premiums for Pensioners

C-IEA RECOMMENDS THAT THE COLLEGE PENSION PLAN EXTEND ITS BENEFITS TO COVER THE FULL COST OF MEDICAL, EXTENDED HEALTH AND DENTAL CARE PLANS FOR PENSIONERS.

FSA Executive 1990/91

President	Bob Smith	2421/4530
First Faculty Vice-President	Susan Milner	4321
Second Faculty Vice-President	Tom Davis	4289
First Staff Vice-President	Richard Heyman	4333
Second Staff Vice-President	Julie Williams	2444
Treasurer	Kathy Gowdridge	4358
Recording Secretary	Cheryl Dahl	4296
Grievance Chair (Faculty)	Perla Werk	4363
Grievance Chair (Staff)	Bev Brown	4243
Communications Chair	Allan McNeill	4321
Job Classification Audit Chair	Dorine Garibay	4238
Professional Development Chair	Virginia Cooke	4293
Contract Chair	Ian McAskill	4299
Agreements Chair	Betty Harris	4510
Occupational Health & Safety	Leslie Wood	4223

Executive Meeting Schedule

Abbotsford, Room A306, 1:00 p.m. (Week 4)

April	17
May	20
June	12